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American Association of Colleges of Nursing

REPORT ON 1989-1990

SALARIES OF DEANS

in

Baccalaureate and Graduate Programs in Nursing

INSTITUTIONAL DATA SYSTEMS

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INTRODUCTION

The mission of the American Association of Colleges of Nursing (AACN) has been to foster quality preparation of nurse clinicians, scientists, educators, administrators, consultants, and policy makers for leadership in nursing. The Data Bank Project, begun in 1978, was established to develop a data base supportive of policy research and decision making by member institutions and the Association. This project formed the foundation for the Institutional Data System (IDS) which gathers and publishes data annually on enrollment and graduations, and faculty and deans salaries with related information. Data on administrative salaries were collected and published annually until 1984 when the decision was made to gather data for publication biennially.

This is the twelfth annual report on deans' salaries and the third publication in the 1989-1990 series by the Institutional Data System for the AACN. Whereas the first publication included enrollment and graduation for both member and nonmember baccalaureate and higher degree programs in nursing, 88 percent of all known programs, this report on salaries of deans, as with faculty salaries, includes data from AACN member institutions exclusively. During the current data collection cycle, the Association represented 66 percent of the baccalaureate and higher degree programs in nursing.

METHODS

Questionnaires developed to gather information on the deans contained items descriptive of the dean including title, rank, degree, salary, gender, and ethnic origin as well as information that reflected institutional policy such as appointment time period, annual salary basis, performance review, and the title of individuals involved in the evaluation of performance. The term dean is used throughout this report when referring to the chief administrative officer of the nursing education program unit and includes those individuals with institutionally determined titles such as dean, director, chair, head, or other title.

Surveys were mailed to the 411 AACN member institutions on September 1, 1989. Follow-up telephone calls were made the week of October 20 to programs that had not responded by the October 15 deadline. A response rate of 93 percent (N=381) was obtained. Further information on respondents is available in Appendix A.

In order to report on all deans, all salaries were converted to a calendar basis. Salaries reported on an academic basis (9-10 months) were multiplied by eleven-ninths (11/9). This conversion allows the salaries of all deans to appear in all tables.

RESULTS

Institutional Characteristics

The distribution of responding and nonresponding institutions by Carnegie code classification is presented in Table 1. Although the largest proportion of responding institutions are in the Carnegie Code classification of Comprehensive Universities and Colleges I (40%), all are well represented. Few institutions, if any, were lost in Carnegie Code classifications of Doctorate Granting Universities I and II, Liberal Arts Colleges I, and Research Universities I and II. Between 8 and 11 percent were lost in Comprehensive Universities and Colleges I and II, Liberal Arts Colleges II, and Other. Carnegie Code classifications appear in Appendix B.

The regional distribution of responding deans was: 111 from the North Atlantic, 104 from the Midwest, 125 from the South, and 41 from the West. Eight percent of the deans were lost through nonresponse in the North Atlantic and Midwest while seven percent were lost in the Southern and Western regions. Information was also collected on primary location of the respondent's nursing program. Definitions for each area were provided on the questionnaire as follows: population of 24,999 or less was determined as a **rural area**, population of between 25,000 and 49,999 was classified as **small city**, and the classification of **metropolitan area** determined as containing a city of at least 50,000 combined with a surrounding area for a total population of at least 100,000. The distribution of nursing program locations is presented in Figure 1. Clearly, the majority of deans were in institutions within the city limits of metropolitan areas.

By far the largest proportion of deans was located in public institutions as seen in Figure 2. Similarly, the majority (69%) were deans in nursing programs located in universities; 30 percent were in four-year colleges. Only one percent of deans were in programs that were classified as Other. Twenty percent (N=76) were in academic health centers.

Table 1. Distribution of Responding and Nonresponding Institutions by CARNEGIE CODE CLASSIFICATION

Carnegie Code Classification	Responding Institutions	Nonresponding Institutions	Total
Comprehensive I	151	16	167
Comprehensive II	38	5	43
Doctoral I	25	1	26
Doctoral II	28	1	29
Liberal Arts I	10	0	10
Liberal Arts II	45	4	49
Research I	41	0	41
Research II	14	0	14
Other	27	3	30
Missing	2	0	2

Figure 1. Percent Distribution of Deans by Primary Location of Nursing Program (N=373)

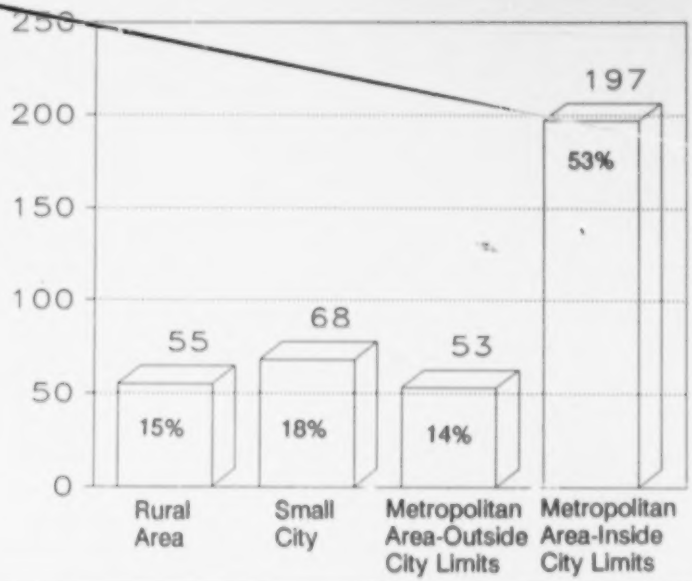
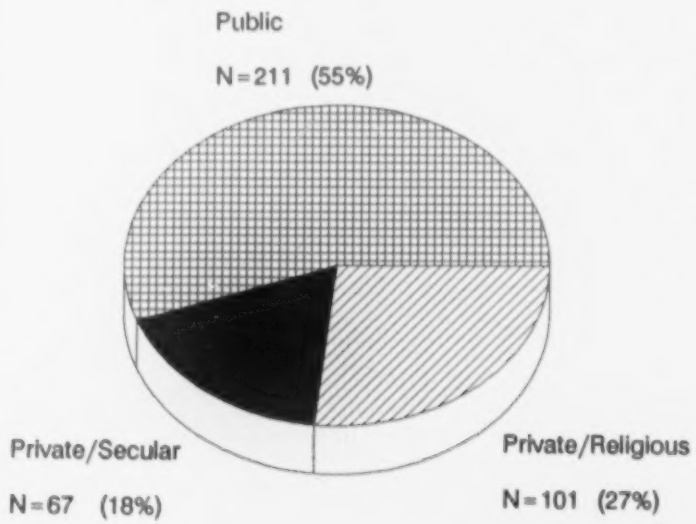


Figure 2. Distribution of Deans by Type of Institution (N=379)



Deans' Characteristics

Institutionally determined titles held by the responders varied with 48 percent (N=184) entitled Dean, 11 percent (N=41) entitled Director, 27 percent (N=103) entitled Chair, and 5 percent (N=20) carrying another title. Only nine percent (N=33) of the deans held acting or interim appointments. Additional administrative titles were held by 17 percent (N=64) of the 381 responding deans. Tenure as an option was reported in 90 percent of the institutions. Seventy-eight percent of deans (N=266) in these institutions held tenure.

The majority of deans were professors (N=253) and were doctorally prepared (N=350). Doctoral degrees held by deans varied with 57 percent (N=200) holding a Doctor of Philosophy, 33 percent (N=115) a Doctor of Education, 8 percent (N=27) a Doctor of Nurse Science, and 2 percent (N=4) with other doctoral degrees. Of those with Doctor of Philosophy degrees, 51 (13%) were in nursing and of those with Doctor of Education degrees 30 were in nursing. Few deans were men (N=8). The vast majority of deans were white (N=342). Of the 36 deans self-reported as minority, 29 were black.

Very few responding deans (N=16) had held their current position for 15 years or longer. Nearly 50 percent (N=187) of the deans had been in the present institution as dean for three years or less and 26 percent (N=100) between four and seven years. Only 22 percent (N=85) had been a dean in another institution. Slightly less than half (N=173) had been a faculty member in their current institution prior to becoming dean.

The majority of deans (N=256) reported that there was no institutional policy to appoint a dean for a specified term. Of the 124 (33%) reporting such a policy, 16 percent (N=19) listed a term of one year, 49 percent (N=59) a term of three years, 23 percent (N=28) a term of five years, and 3 percent (N=4) a term of six or more years. Few deans (N=48) reported being elected dean by faculty vote. A clear majority (N=246) of deans have formal performance review. Of these, 89 percent (N=219) are reviewed through internal institutional mechanisms, 1 percent (N=2) through external mechanisms, and 10 percent (N=25) through a combination of internal institutional and external procedures.

While 56 percent (N=213) of the deans reported having faculty in administrative positions, 44 percent (N=168) have no administrative assistance. Few deans serve on their state board (N=15) and only 42 (11%) have faculty serving in such a capacity. Most are salaried on an eleven/twelve month calendar basis (N=319, 84%).

Salaries

Salaries are reported subsequently for individuals holding the title of Dean or its institutional equivalent but not for individuals in an acting or interim capacity. The distribution of percentile salaries of all deans responding to the IDS survey since the first survey is presented in Table 2. An examination of salaries since 1978-79 shows a steady increase in salary at each percentile over time. Salaries according to region, primary location, type of institution, parent institution, academic health center, type of program, number of full-time faculty, degree, title, rank, tenure status, and Carnegie Code classification appear in Tables 3 through 14.

The distribution of percentile salaries of the 122 deans continuing in the same position since the 1985-86 academic year appearing in Table 15 also shows the continuing increase in salaries evident in Table 2. It is interesting to note that deans who have been in the same position have higher salaries at all but the 10th percentile than all deans. The mean with the minimum and maximum salaries for these deans appears in the graph presented in Figure 3.

NOTE: THE TOTAL AND NUMBER OF FACULTY IN EACH CATEGORY MAY VARY BETWEEN TABLES DUE TO MISSING INFORMATION ON KEY VARIABLES.

Table 2. Distribution of Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing from 1978-79 to 1989-90

Year	N	10th	25th	50th	75th	90th
1989-90	381	$42,750	$50,000	$60,000	$76,125	$89,740
1988-89	327	40,603	48,000	58,686	72,000	86,491
1987-88	324	39,800	46,000	56,300	70,300	82,900
1986-87	347	38,000	44,000	52,000	65,300	77,100
1985-86	341	35,700	41,300	49,600	60,200	70,900
1984-85	328	34,600	40,000	47,900	57,900	68,300
1983-84	292	33,500	37,900	45,800	55,000	62,500
1982-83	272	32,100	37,000	44,700	53,000	60,600
1981-82	240	30,100	36,000	42,800	50,500	57,300
1980-81	208	29,200	34,600	40,400	46,900	52,900
1979-80	184	26,300	31,600	38,400	44,500	50,500
1978-79	171	24,500	28,000	35,700	41,600	46,400

Table 3. Distribution of Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by REGION

Region	N	10th	25th	50th	75th	90th
North Atlantic	107	$43,922	$48,792	$59,000	$77,000	$85,081
Midwest	101	40,101	47,775	57,844	72,670	92,640
South	118	44,900	51,014	61,055	76,322	96,556
West	41	41,950	52,710	63,912	77,213	92,811

Table 4. Distribution of Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by LOCATION

Location	N	10th	25th	50th	75th	90th
Rural Area	54	$40,598	$48,448	$55,177	$59,543	$64,193
Small City	65	41,975	50,565	60,000	71,444	84,970
Metropolitan Area Outside City Limits	51	40,000	45,000	53,000	68,000	80,173
Metropolitan Area Inside City Limits	189	45,239	52,738	65,203	84,000	97,650

Table 5. Distribution of Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by TYPE OF INSTITUTION

Control	N	10th	25th	50th	75th	90th
Public	208	$50,000	$56,046	$64,936	$81,206	$95,100
Private/Secular	60	40,970	47,000	56,624	75,468	91,800
Private/Religious	97	36,729	43,000	49,500	57,127	74,080

Table 6. Distribution of Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by PARENT INSTITUTION

Institution	N	10th	25th	50th	75th	90th
University	252	$48,112	$55,365	$64,600	$82,475	$96,304
Four-Year College	111	36,637	43,990	49,000	57,025	67,800
Other	4	.	.	73,526	.	.

Table 7. Distribution of Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by ACADEMIC HEALTH CENTER (AHC)

Location	N	10th	25th	50th	75th	90th
In AHC	72	$63,212	$73,750	$85,070	$99,878	$108,800
Not in AHC	292	42,000	47,756	56,211	66,000	78,367

Table 8. Distribution of Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by TYPE OF PROGRAM

Type of Program	N	10th	25th	50th	75th	90th
Baccalaureate Only	167	$39,089	$45,239	$51,019	$59,174	$68,309
Baccalaureate and Master's	148	47,036	55,000	64,521	79,532	85,092
Baccalaureate, Master's, and Doctoral	46	68,719	80,038	90,041	101,973	111,350

Table 9. Distribution of Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by NUMBER OF FULL-TIME FACULTY

Number of Faculty	N	10th	25th	50th	75th	90th
10 or less	64	$40,937	$47,059	$51,770	$58,246	$68,833
11 - 20	71	46,142	51,333	57,025	66,000	76,690
21 - 30	39	55,300	61,111	68,000	79,500	85,925
31 - 40	32	57,733	70,000	80,000	84,659	93,402
41 - 60	25	67,397	79,900	85,725	97,325	102,614
more than 60	21	76,880	89,028	102,000	110,000	129,464

Table 10. Distribution of Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by TYPE OF HIGHEST DEGREE

Highest Degree	N	10th	25th	50th	75th	90th
DNS/DNSc	25	$45,756	$54,774	$63,912	$77,000	$108,850
EdD	112	45,000	49,334	56,430	72,576	83,336
PhD	195	43,600	52,000	63,000	79,900	93,769
Other doctoral	7	.	55,833	64,350	76,125	.
Master's degree	28	33,650	37,528	43,326	50,000	61,500

Table 11. Distribution of Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by TITLE

Title	N	10th	25th	50th	75th	90th
Dean	177	$50,089	$61,450	$75,600	$85,565	$100,000
Director	40	42,300	47,337	52,125	57,820	71,773
Chair	100	35,820	43,736	50,991	57,643	64,306
Other	20	45,954	49,143	52,700	60,187	71,530

Table 12. Distribution of Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by ACADEMIC RANK

Academic Rank	N	10th	25th	50th	75th	90th
Professor	244	$48,816	$55,915	$65,940	$82,475	$96,717
Associate Professor	98	39,100	44,412	50,000	57,883	70,000
Assistant Professor	16	30,346	35,042	42,826	48,928	58,000
No Rank	8	.	43,175	53,750	69,792	.

Table 13. Distribution of Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by TENURE STATUS

Tenure Status	N	10th	25th	50th	75th	90th
With Tenure	258	$45,918	$52,980	$63,968	$82,000	$95,100
Without Tenure	73	36,847	45,000	53,000	62,827	72,674
No Tenure System	34	37,815	42,360	49,396	58,134	71,116

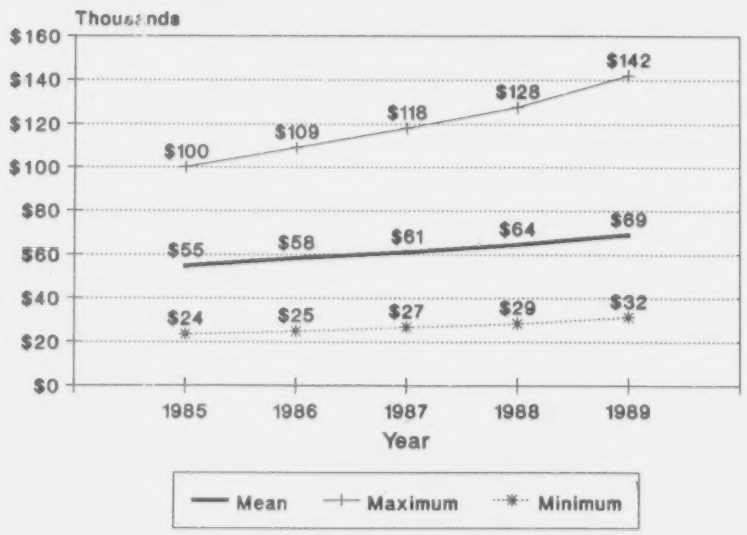
Table 14. Distribution of Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by CARNEGIE CODE CLASSIFICATION

Carnegie Code	N	10th	25th	50th	75th	90th
Comprehensive I	148	$47,214	$51,790	$57,610	$66,750	$76,926
Comprehensive II	34	35,363	44,750	48,796	53,045	62,138
Doctoral I	25	57,415	65,365	76,541	82,535	87,042
Doctoral II	28	41,994	57,211	65,240	76,612	83,605
Liberal Arts I	10	34,450	42,617	52,067	55,570	57,900
Liberal Arts II	43	31,636	39,600	45,000	50,000	61,963
Research I	38	62,880	75,132	91,204	101,973	115,262
Research II	14	60,624	68,416	80,750	90,825	95,882
Other	25	45,200	65,272	80,000	91,044	104,960

Table 15. Distribution of Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing CONTINUING IN THE SAME POSITION FROM 1985-86 TO 1989-90

Year	N	10th	25th	50th	75th	90th
1989-90	122	$45,994	$55,375	$64,531	$83,669	$94,700
1988-89	122	42,944	50,988	60,862	79,041	88,669
1987-88	122	39,417	48,618	57,875	74,011	84,651
1986-87	122	38,787	47,173	55,200	69,868	78,618
1985-86	122	37,304	43,786	53,350	65,312	72,967

Figure 3. Mean, Maximum, and Minimum Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing Continuing in the Same Position from 1985-86 to 1989-90



Appendix A

List of Respondents by State and Region

North Atlantic
Number of Institutions: 120
Number of Respondents: 111 (92%)

List of States

Connecticut	New Hampshire
Delaware	New Jersey
District of Columbia	New York
	Pennsylvania
Maine	Rhode Island
Massachusetts	Vermont

Midwest
Number of Institutions: 113
Number of Respondents: 104 (92%)

List of States

Illinois	Missouri
Indiana	Nebraska
Iowa	North Dakota
Kansas	Ohio
Michigan	South Dakota
Minnesota	Wisconsin

South
Number of Institutions: 134
Number of Respondents: 125 (93%)

List of States

Alabama	North Carolina
Arkansas	Oklahoma
Florida	Puerto Rico
Georgia	South Carolina
Kentucky	Tennessee
Louisiana	Texas
Maryland	Virginia
Mississippi	Virgin Islands
	West Virginia

West
Number of Institutions: 44
Number of Respondents: 41 (93%)

List of States

Alaska	Montana
Arizona	Nevada
California	New Mexico
Colorado	Oregon
Guam	Utah
Hawaii	Washington
Idaho	Wyoming

Appendix B

Carnegie Code Classification Definitions

Comprehensive Universities and Colleges I: These institutions offer baccalaureate programs and, with few exceptions, graduate education through the masters degree. More than half of their baccalaureate degrees are awarded in two or more occupational or professional disciplines such as engineering or business administration. All of the institutions in this group enroll at least 2,500 students.

Comprehensive Universities and Colleges II: These institutions award more than half of their baccalaureate degrees in two or more occupational or professional disciplines, such as engineering or business administration, and many also offer graduate education through the masters degree. All of the colleges and universities in this group enroll between 1,500 and 2,500 students.

Doctoral-Granting Universities I: In addition to offering a full range of baccalaureate programs, the mission of these institutions includes a commitment to graduate education through the doctoral degree. They award at least 40 Ph.D. degrees annually in five or more academic disciplines.

Doctoral-Granting Universities II: In addition to offering a full range of baccalaureate programs, the mission of these institutions includes a commitment to graduate education through the doctoral degree. They award annually 20 or more Ph.D. degrees in at least one discipline or 10 or more Ph.D. degrees in three or more disciplines.

Liberal Arts Colleges I: These highly selective institutions are primarily undergraduate colleges that award more than half of their baccalaureate degrees in arts and science fields.

Liberal Arts Colleges II: These institutions are primarily undergraduate colleges that are less selective and award more than half of their degrees in liberal arts fields. This category also includes a group of colleges that award less than half of their degrees in liberal arts fields but, with fewer than 1,500 students, are too small to be considered comprehensive.

Research Universities I: These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctoral degree, and give high priority to research. They receive annually at least $33.5 million in federal support and award at least 50 Ph.D. degrees each year.

Research Universities II: These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctoral degree, and give high priority to research. They receive annually between $12.5 million and $33.5 million in federal support for research and development and award at least 50 Ph.D. degrees each year.

Professional Schools and Other Specialized Institutions: These institutions offer degrees ranging from the bachelor's to the doctoral. At least 50 percent of the degrees awarded by these institutions are in a single specialized field.

Two-Year Community, Junior and Technical Colleges: These institutions offer certificate or degree programs through the Associate of Arts level and, with few exceptions, offer no baccalaureate degrees.

Source: The Carnegie Foundation for the Advancement of Teaching, *A Classification of Institutions of Higher Education, 1987 Edition*, 1987, Princeton University Press, Lawrenceville, New Jersey.